



DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
WASHINGTON, D. C. 20350-1000

SECNAVINST 1120.14
OP-130E17
2 October 1986

SECNAV INSTRUCTION 1120.14

From: Secretary of the Navy

Subj: APPOINTMENT OF REGULAR AND RESERVE OFFICERS IN THE SUPPLY
CORPS OF THE U.S. NAVY

Ref: (a) DODDIR 1310.2 of 24 Mar 84 (NOTAL)
(b) DODDIR 1205.14 of 24 May 74 (NOTAL)
(c) SECNAVINST 1000.7D of 13 May 85
(d) Title 10, United States Code
(e) DODDIR 1312.3 of 22 Oct 85 (NOTAL)
(f) SECNAVINST 1210.5A
(g) SECNAVINST 1420.1
(h) SECNAVINST 5350.10A
(i) SECNAVINST 5300.28A
(j) Manual of the Medical Department (NAVMEDP-117)
(k) SECNAVINST 1920.6A
(l) SECNAVINST 1427.2A
(m) SECNAVINST 1427.1A

1. Purpose. To establish regulations governing:

a. Appointment of officers in the Supply Corps in the Regular component under reference (a), in the Reserve component under reference (b), in either component through interservice transfer from another uniformed service under reference (c);

b. Voluntary recall of officers of the Supply Corps to the active-duty list;

c. Award of entry grade credit on appointment in the Supply Corps under sections 533 and 5600 of references (d) and (e).

2. Applicability. This instruction applies to all individuals appointed as Regular or Reserve officers (other than limited duty officers) in grades above Chief Warrant Officer, W4, in the Supply Corps including officers transferred from another uniformed service, Reserve officers transferred into the Regular component, Reserve officers voluntarily recalled to the active-duty list, and officers transferred from the line or another staff corps into the Supply Corps.

2 OCT 1986

a. Additional guidance on the transfer of Supply officers from other uniformed services into the Supply Corps of the Navy is found in reference (c).

b. Additional guidance on the transfer of Reserve Supply Corps officers into the Regular component of the Supply Corps and the transfer of Regular and Reserve officers between the line and the Supply Corps or between another staff corps and the Supply Corps is found in reference (f).

3. Cancellation. All regulations and memoranda providing guidance governing accessions, appointments, eligibility requirements, and entry grade credit for service in the Supply Corps inconsistent with this instruction are held in abeyance pending their modification or cancellation. Processing initiated before the date of this instruction will be continued under policy and instructions in effect before that date.

4. Policy. The Department of the Navy will maintain authorized strength and grade levels in the Supply Corps by recruiting personnel required to support the annual five-year promotion plan under reference (g) to provide a base for an all-Regular career force and to attain authorized strength in the Reserve component to meet approved mobilization requirements.

a. Requirements for newly appointed officers on the active-duty list sufficient to support an all-Regular career force will be filled primarily by accessions from the Officer Candidate School. To provide a base of Regular and career motivated Reserve officers with strong military backgrounds, Naval Academy and Naval Reserve Officer Training Corps graduates not physically qualified for duty in the unrestricted line will be allocated to the Supply Corps, and transfers of qualified officers from the unrestricted line and other competitive categories may be solicited.

b. Requirements for Regular officers on the active-duty list in career grades that cannot be met by promotion will be supplemented by transfer from the Reserve, redesignation of officers serving in another designator, by direct procurement of former military officers and by voluntary recall to active duty of officers from the Reserve component.

c. Requirements for the Selected Reserve, Individual Ready Reserve and Training and Administration of Reserves will be filled primarily through transfer of officers from the active-duty list and the Direct Commissioning Program. Requirements that cannot be met through these sources and requirements in advanced grades that cannot be met by promotion will be met from the following sources in priority order.

(1) Transfer of Reserve component officers of the line or other staff corps.

(2) Reserve Officer Candidate Program.

(3) Officer Sea/Air Mariner Program.

(4) Reappointment.

(5) Interservice transfer.

(6) Recall to active duty.

d. In determining the mix used to meet approved accession requirements, factors such as cost effectiveness, current and projected supply and demand for college graduates, retaining flexibility to adjust to changes in the market and in specialty requirements, and providing reasonable career progression opportunities for those appointed as entry level Supply Corps officers, shall be used.

5. Accession Plans. The Chief of Naval Operations (CNO) will develop an annual accession plan to support authorized strength in the Supply Corps, within total Navy authorized strength. Accessions must support the annual five-year promotion plans for the active-duty and Reserve components to ensure promotion opportunity and flow necessary to meet authorized strength-in-grade requirements. Accession plans must support execution of affirmative action plans established under reference (h).

6. Basic Qualifications. To be eligible for appointment as a Supply Corps officer in either Regular or Reserve components or for voluntary recall from the Reserve component to the active-duty list, the applicant must meet the following requirements:

a. Citizenship. Must be a citizen of the United States with the following exception: a citizen of the Northern Mariana Islands who indicates in writing to a commissioned officer of the Armed Forces of the United States an intent to become a citizen of the United States may be appointed as a commissioned officer in the Regular or Reserve component. Under paragraph 6019 of reference (d), such an individual cannot serve as an officer in a vessel of the United States until legally a citizen of the United States. This exception expires upon establishment of the Commonwealth of the Northern Mariana Islands. When a manning shortfall cannot be filled by recruiting candidates who meet citizenship requirements, the CNO may propose procurement in the Navy Reserve of non-citizen applicants who have been admitted lawfully to the United States

2 OCT 1986

for permanent residence under the Immigration and Nationality Act (Title 8, Chapter 12, United States Code). This exception may be authorized for a specified period of time.

b. Age. Must be at least 19 years of age and be able to complete 20 years of active commissioned service before his or her 55th birthday. The Deputy Chief of Naval Operations, Manpower, Personnel and Training (DCNO(MPT)) may waive the upper age restriction up to age 60 for otherwise qualified applicants for appointment as a Reserve officer not on the active-duty list. Age limits may be waived in the following instances:

(1) A manning shortfall exists which cannot be filled by in-zone promotions under the annual five-year promotion plan and recruiting of candidates who meet age requirements;

(2) Extraordinary circumstances cause such a waiver to be in the best interest of the naval service; or

(3) A gross inequity to the applicant would otherwise result.

Before appointment, applicants who will be unable to complete 20 years of active commissioned service by age 55 must acknowledge in writing that they are ineligible for Regular appointment. Before appointment, applicants who may be unable to complete 20 years of creditable service for retirement shall acknowledge same in writing.

c. Moral Character. Must be of good moral character and of unquestioned loyalty to the United States as determined by interview and investigation. As prescribed in reference (i), no person who is drug or alcohol dependent, who abuses drugs or alcohol, whose pre-service abuse of drugs or alcohol indicates a proclivity to continue abuse in the service, or who has a record of any drug trafficking offenses, shall be permitted to enter or be retained in the Supply Corps.

d. Physical Standards. Must meet the physical standards for active duty as established by the Director, Naval Medicine and approved by the CNO. The DCNO (MPT), upon recommendation of the Director, Naval Medicine may grant waivers for physical defects that will not interfere with performance of active duty within the guidelines of reference (j).

e. Education. No specific degree is required, but selectees should include applicants with degrees in business management related fields or credit hours in accounting, economics, business law, procurement and management related studies.

f. Professional. If serving as a commissioned officer in the Navy, applicant must be serving in a grade not above lieutenant commander.

7. Entry Grade Credit

a. Entry grade and date of rank upon appointment in the Supply Corps shall be based on the number of years of entry grade credit awarded for prior active commissioned service.

Entry Grade Credit Table

<u>Qualification</u>	<u>Credit</u>
Service as a commissioned officer other than a chief warrant officer on active duty or in an active status in any of the uniformed services.	One year for each year
Entry grade credit for advanced education, training and professional experience will not be granted. Service shall be credited for prior active commissioned service subject to the computation and maximum credit criteria in paragraphs 8 and 9 and as specified in the above table.	

8. Limits and computation of entry grade credit. Entry grade credit shall be computed as follows:

- a. A period of time shall be counted only once.
- b. Qualifying periods of less than one full year shall be credited proportionately to the nearest day.
- c. Credit may not be awarded for service as a chief warrant officer.
- d. Graduates of the Service academies may not be awarded credit for any service performed or education, training or experience obtained before graduation from the academy concerned.

9. Maximum entry grade credit. To attain a high degree of experience in the Supply Corps community, total entry grade credit will normally be limited to 10 years. The ASN (M&RA), considering the recommendations and supporting justification from DCNO (MPT), may waive the entry grade limit on a case-by-case basis in the following circumstances:

2 OCT 1986

a. For appointment on the active-duty list. When there is a shortage against authorized strength in the Supply Corps for which the appointee is nominated which cannot be met by:

(1) Voluntary recall of qualified officers from the Reserve component;

(2) The Interservice Procurement Program; or

(3) In-zone promotion when the five year promotion plan is approved by the Secretary.

b. For appointment in the Reserve component. When there is a shortage against authorized strength in the Supply Corps for which the appointee is nominated which cannot be met by;

(1) Transfer of officers from the active-duty list; or

(2) In-zone promotion under the five-year promotion plan is approved by the Secretary.

c. When a gross inequity to the applicant would otherwise result.

10. Entry Grade Credit in Transition Period. This instruction provides for entry grade credit to be awarded to individuals being appointed in the Supply Corps from the date of this instruction. There shall be no retroactive changes made, as a result of this instruction, to the number of years credit granted previously to officers appointed in the Supply Corps before the date of this instruction.

11. Qualification as a Supply Corps Officer. All Supply Corps officers appointed under this instruction will attend a basic course of instruction at the Navy Supply Corps School in Athens, Georgia, to obtain the general knowledge necessary to carry out basic supply operations ashore and afloat. An officer who is unable to complete this course will be reappointed in another competitive category to complete any active duty obligation. In cases where a change of designator cannot be accomplished, separation under reference (k) will be effected.

12. Appointment and Assignment of Precedence.

a. Except as provided in paragraph 13 concerning interservice transfers, an applicant selected for appointment as a Reserve officer in the Supply Corps of the Navy who is not awarded Entry Grade Credit under paragraph 7, shall be appointed in the grade of

ensign with a date of rank coinciding with the date of appointment. An applicant selected for appointment as a Reserve officer in the Supply Corps of the Navy and awarded Entry Grade Credit under paragraph 7 shall be appointed with a date of rank derived by subtracting the Entry Grade Credit from the date of appointment to arrive at a constructive ensign date of rank. Determination of appointment grade will be made by using the following formula:

<u>RANK</u>	<u>YEARS OF ENTRY GRADE CREDIT</u>
02	2 years (or the then-applicable promotion flow point)
03	4 years (or the then-applicable promotion flow point)
04	10 years (or the then-applicable promotion flow point)

b. Selectee who is or was a commissioned officer (other than as a warrant officer). Selectees shall be appointed in the same grade and with the same date of rank as the officer in the Supply Corps on the active-duty list of the Navy who:

- (1) Was originally appointed in the Supply Corps from a civilian status with no prior commissioned service;
- (2) Has been on continuous active duty since appointment in the Supply Corps;
- (3) Was promoted under reference (e) in due course to all grades in which served;
- (4) Has not lost numbers or precedence on the lineal list or active-duty list; and
- (5) Has, on the date of the selectee's appointment in the Supply Corps, active commissioned service which is equal to, or most nearly equal to, the EGC of the selectee.

c. Each appointee will be placed on the active duty list or assigned a running mate as follows:

- (1) Appointees ordered to active duty or retained on active duty (other than active duty of Reserve officers as described in section 641(1) of reference (d)) incident to appointment shall be placed on the active-duty list under reference (1).

All appointees whose placement on the active-duty list would render them eligible for consideration in-zone or above-zone for promotion by an active-duty promotion selection board within one year of entering on active duty shall be counseled regarding the option to defer eligibility for consideration for promotion under reference (g), and shall acknowledge such counsel in writing.

(2) Appointees not concurrently ordered to or retained on active duty and placed on the active-duty list shall be assigned a running mate on the active-duty list and placed on the inactive-duty precedence list in an active status under reference (m).

13. Interservice Transfer of Officers. Interservice transfer of Reserve and Regular officers into the Supply Corps of the Navy is governed by reference (c).

14. Responsibilities

a. The CNO is responsible for:

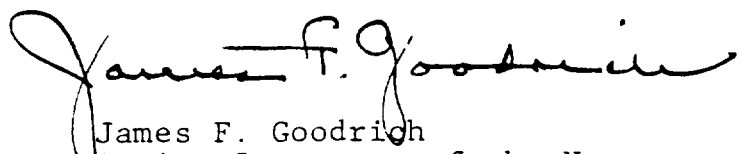
(1) Procurement and appointment of Supply Corps officers under this instruction.

(2) Establishment of the annual accession plan and plans for temporary authorization to appoint non-citizen applicant.

b. The Chief of the Supply Corps shall assist DCNO (MPT) in the procurement and appointment of Supply Corps officers, including calculating entry grade credit and coordinating Supply Corps entry level training requirements, to ensure the strongest officer quality.

c. COMNAVCRUITCOM shall determine grade and date of rank based on the above calculation subject to approval of the DCNO (MPT).

d. The DCNO (MPT) shall approve entry grade credit and establish entry grades and dates of rank of Supply Corps officers under this instruction.


James F. Goodrich
Acting Secretary of the Navy

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2 OCT 1985

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